

# Morning Star Fresh Food Ministry Inc

Executive Director / CEO

EIN 461231061

CA · NTEE K30

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Bret Sill, Executive Director / CEO** (\$33,000) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

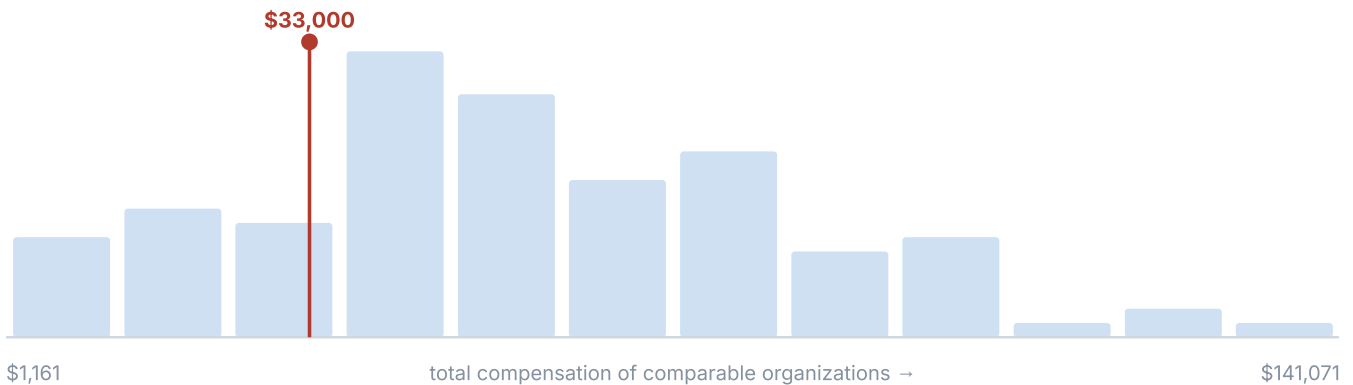
**Benchmarked executive:** Bret Sill — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$206,219 and \$461,686 — 0.67x to 1.50x the subject's \$307,791 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,131	\$38,611	\$52,630	\$72,913	\$94,185	\$33,000
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Feeding Charlotte Inc</a>	NC	\$307,435	Executive Dir.	\$40,833	<b>\$48,861</b>	2023
<a href="#">Chef To The Shelters Inc</a>	TX	\$306,867	Executive Director	\$87,662	<b>\$101,551</b>	2023
<a href="#">Feed New Mexico Kids Inc</a>	NM	\$304,007	Executive Dir.	\$58,583	<b>\$70,876</b>	2024
<a href="#">Hey Govind Inc</a>	TX	\$317,045	President	\$87,500	<b>\$98,455</b>	2024
<a href="#">Living Hope Farm Inc</a>	PA	\$318,229	Head Farmer	\$40,000	<b>\$44,869</b>	2024
<a href="#">Patchwork</a>	TN	\$294,886	Founder/ceo	\$54,533	<b>\$66,383</b>	2023
<a href="#">Mayors Feed The Hungry Program Inc</a>	FL	\$321,204	Executive Director	\$60,000	<b>\$65,275</b>	2023
<a href="#">Jewish Relief Agency Inc</a>	NJ	\$294,035	Director	\$17,160	<b>\$17,743</b>	2023
<a href="#">Backyard Blessings</a>	AL	\$323,067	Executive Director	\$35,000	<b>\$43,789</b>	2023
<a href="#">Falls Area Community Services Inc</a>	WI	\$323,101	Executive Director	\$73,192	<b>\$85,982</b>	2024
<a href="#">Lunches For Learning Inc</a>	GA	\$291,835	Executive Di	\$81,150	<b>\$94,493</b>	2023
<a href="#">360 Eats Inc</a>	FL	\$291,472	Executive Dir.	\$42,827	<b>\$46,592</b>	2023
<a href="#">New Britain Roots Inc</a>	CT	\$290,839	Executive Director	\$56,846	<b>\$61,725</b>	2023
<a href="#">Neighborhood Meals On Wheels Inc</a>	GA	\$325,274	Director	\$42,121	<b>\$47,640</b>	2024
<a href="#">All In One Community Center Inc</a>	FL	\$290,282	Director	\$31,608	<b>\$33,400</b>	2024
<a href="#">Canyon Hope Ministries</a>	TX	\$290,278	Executive Dir.	\$51,514	<b>\$57,964</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Comeunity Cafe Oc</a>	OH	\$325,898	General Manager	\$60,211	<b>\$71,735</b>	2024
<a href="#">Providence Northeast Washington</a>	WA	\$287,548	Executive Director	\$54,221	<b>\$56,218</b>	2023
<a href="#">Brookings Harbor Community Helpers</a>	OR	\$329,518	Executive Di	\$70,680	<b>\$73,832</b>	2024
<a href="#">Tc Food Justice</a>	MN	\$332,189	Executive Di	\$35,315	<b>\$39,252</b>	2024
<a href="#">Feed Our Streets</a>	CA	\$283,219	Ceo	\$31,000	<b>\$30,111</b>	2024
<a href="#">Ampleharvestorg Inc</a>	NJ	\$333,454	Exec Dir & P	\$84,700	<b>\$87,578</b>	2023
<a href="#">Matthews Ministry Inc</a>	NC	\$335,206	President	\$42,000	<b>\$48,815</b>	2024
<a href="#">Hartford Food System Inc</a>	CT	\$279,495	Executive Dir.	\$87,539	<b>\$95,052</b>	2023
<a href="#">Passion And Compassion Inc</a>	MD	\$279,365	Executive Dir.	\$57,000	<b>\$61,713</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>102</b> organizations. Compensation range \$1,161–\$141,071; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$307,791); for reference, expenses \$405,892 and assets \$315,986.
ROLE MATCH	Bret Sill, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	20 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Bret Sill) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 102 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,000 is reasonable (approximately the 20<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.